

# Moody's Analytics SAS 2025 Gender Equality Index Update

## **Additional measures for Moody's Analytics SAS Gender Equality Index**

Companies with at least 50 employees must calculate and publish their Gender Equality Index by 1 March every year. Where the overall score is below 75, companies must, alongside their Equality Index reporting, publish the measures they will take to improve the indicators that have not reached the maximum possible score, until they reach a minimum overall score of 75.

In the [2025 report](#) (covering the reporting period between May 1st, 2023 and April 30th, 2024) Moody's Analytics SAS (Moody's) scored of 74 out of 100. This report sets out the measures Moody's will implement for indicators 1, 2 and 5 to improve this.

It is important to note that the indices are not the same as a gender pay equity analysis, which assesses the pay of women and men in comparable roles.

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## ENGLISH (SUMMARY)

### Indicator 1, Pay gap between men and women

- Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by age group and equivalent job category – 2025 score 38/40.
- Moody's pay practices are rigorous, equitable and fair, and we are committed to maintaining a gap of less than 2.5 by:
  - Strengthening manager awareness of legal obligations on pay equality through an annual communication that also highlights the indicators measured by the Gender Equality Index.
  - Undertaking a salary analysis in 2026 to identify any roles with significant pay discrepancies between women and men and working with relevant business leaders to define short- and long-term actions to reduce these gaps, alongside individual case reviews where relevant.
  - Monitoring the evolution of the company's top 30 salaries and identifying development actions for high performing women that could prepare them for future promotion and the associated pay increase.
  - Continuing our global employee development programs, which encourage broader access to more senior positions.
  - For Senior Director and Managing Director positions that are open for recruitment, paying particular attention to interviewing a broad slate of candidates.

### Indicator 2, Distribution of individual salary increases

- Proportion of pay increases – not related to promotions – awarded to women in comparison to men – 2025 score 10/20.
- This score is the result of a change in the calendar for individual salary increases in 2024, resulting in this reporting only capturing “off-cycle” increases. Without this one-off change, the score obtained would have been 20 out of 20, and we aim to achieve this score in future reporting periods.

### Indicator 5, Gender balance among the 10 employees with the highest salaries

- Proportion of men and women among the ten highest paid employees – 2025 score 0/10.
- It's important to note the significant role of variable compensation for sales employees in this measure, and the impact of low employee turnover in the top ten earners, which currently contains a relatively higher proportion of men.
- Changing this score over time ultimately depends on increasing the proportion of women at Senior Director or Managing Director level, and Moody's aims to achieve a score of 5/10 by:
  - Closely monitoring the evolution of Moody's top 30 salaries in order to identify development actions that could prepare a broader range of candidates for future promotion and the associated pay increase.
  - Continue programs to encourage broader access to positions of responsibility and/or management.
  - For Senior Director and Managing Director positions that are open for recruitment, paying particular attention to interviewing a broad slate of candidates.

## FRENCH

### Mesures de progression de l'index de l'égalité professionnelle entre les femmes et les hommes

Les entreprises d'au moins 50 salariés doivent calculer et publier leur index de l'égalité professionnelle entre les femmes et les hommes chaque année avant le 1<sup>er</sup> mars. Lorsque le score global est inférieur à 75, elles doivent, conjointement à la publication de leur index, présenter les mesures qu'elles prendront pour améliorer les indicateurs n'ayant pas atteint le score maximal, jusqu'à atteindre un score global minimum de 75.

Dans le rapport 2025 (couvrant la période de référence du 1<sup>er</sup> mai 2023 au 30 avril 2024), Moody's Analytics SAS (Moody's) a obtenu un score de 74 sur 100. Ce rapport présente les mesures que Moody's mettra en œuvre pour les indicateurs n°1, 2 et 5, afin d'améliorer ce résultat.

Il est important de noter que les résultats de l'index ne sont pas équivalents à une analyse d'égalité salariale évaluant la rémunération des femmes et des hommes occupant des postes comparables.

#### **Indicateur 1, Ecart de rémunération entre les femmes et les hommes**

- Ecart de rémunération entre les femmes et les hommes, calculé à partir de la rémunération moyenne des femmes comparée à celle des hommes, par tranche d'âge et par catégorie de postes équivalents –score 2025 de 38/40.
- Les pratiques de rémunération de Moody's sont rigoureuses, équitables et justes. Nous nous engageons à maintenir un écart inférieur à 2,5 en faveur des hommes en :
  - Renforçant la sensibilisation des managers aux obligations légales en matière d'égalité salariale par le biais d'une communication annuelle qui met également en avant les indicateurs mesurés par l'index de l'égalité professionnelle entre les femmes et les hommes.
  - Réalisant en 2026 une analyse des salaires afin d'identifier les postes présentant des écarts significatifs de rémunération entre les femmes et les hommes, et en travaillant avec les responsables concernés pour définir des actions à court et long terme visant à réduire ces écarts, ainsi que des analyses individuelles des situations pertinentes.
  - Suivant l'évolution des 30 plus hauts salaires de l'entreprise et en identifiant des actions de développement pour les femmes performantes afin de les préparer à de futures promotions et aux augmentations de salaire associées.

- Poursuivant nos programmes mondiaux de développement des employés, qui favorisent un accès élargi à des postes plus élevés.
- Veillant à interviewer un panel diversifié de candidats pour les postes de Senior Director et Managing Director ouverts au recrutement.

## **Indicateur 2, Ecart de répartition des augmentations individuelles, à l'exclusion de celles correspondant à des promotions**

- Proportion d'augmentations individuelles de salaire - hors promotions - accordées aux femmes par rapport aux hommes – score 2025 de 10/20.
- Ce score résulte d'un changement de calendrier pour les augmentations individuelles en 2024, ce qui a conduit à ne comptabiliser que les augmentations « hors cycle » dans ce rapport. Sans ce changement exceptionnel, le score obtenu aurait été de 20/20, et nous visons à atteindre ce score lors des prochaines périodes.

## **Indicateur 5, Nombre de salariés du sexe sous-représenté parmi les 10 salariés ayant perçu les plus hautes rémunérations**

- Nombre de femmes et d'hommes parmi les dix plus hautes rémunérations – score 2025 de 0/10.
- Il est important de noter le rôle significatif de la rémunération variable des employés commerciaux dans ce score, ainsi que l'impact du faible turnover parmi les dix salariés les mieux rémunérés, qui comptent actuellement une proportion relativement plus élevée d'hommes.
- L'évolution de ce score dépend à terme de l'augmentation de la proportion de femmes aux postes de Senior Director ou Managing Director, et Moody's vise à atteindre un score de 5/10 en :
  - Suivant de près l'évolution des 30 plus hauts salaires de Moody's afin d'identifier des actions de développement susceptibles de préparer un plus large éventail de candidats à une future promotion et aux augmentations de salaire associées.
  - Poursuivant la mise en œuvre de programmes de soutien visant à favoriser un accès élargi aux postes à responsabilités et/ou de direction.
  - Pour les postes de Senior Director et Managing Director ouverts au recrutement, en veillant particulièrement à interviewer un panel diversifié de candidats.

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